EMPLOYMENT TRIBUNALS

Claimant		Respondent
Mr Andrew Hicks	v	K3 business Technologies Limited (In Administration)

Judgment

Heard at: Southampton **On:** 1 April 2021

Before: Employment Judge Rayner

Appearances
For the Claimant: in person
For the Respondent: did not attend

The hearing was conducted by the parties attending by video conference (CVP). It was held in public with the Judge sitting in open court in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not desirable in light of the restrictions imposed by the Health Protection (Coronavirus, Restrictions) (England) (Amendment) (No. 4) Regulations 2020 and the Health Protection (Coronavirus, Restrictions) (All Tiers) (England) Regulations 2020, as amended and because it was in accordance with the overriding objective to do so.

1. The claimant has been unfairly dismissed by reason of unfair selection for redundancy.

2. The respondent will pay the claimant the following sums as compensation for unfair dismissal:

    2.1 Loss of earnings of **£5359.65 gross**, (calculated at rate of £357.31 for 15 weeks)

    2.2 The claimant is entitled to be paid 3 months contractual notice pay of **£12,900.00** (gross)

3. The respondent has failed to comply with the requirements of consultation set out in section 188 TULRCRA 1992.

4. **The claimant is awarded 3 weeks gross pay of £2976.92 as a protective award for the period starting on 24 April 2020 and continuing for 3 weeks terminating on the 15 May 2020, within the meaning of section 189 TULCRA 1992.**

Employment Judge Rayner
Date: 01 April 2021
Amended 11 January 2022

Amended Judgment to the parties: 14 January 2022

For the Tribunal Office

Notes
Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.